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*Your
Invitation
to
Better
Industrial
Relations*



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...through **LABOUR-MANAGE**

Canada's Centennial marks the end of our first 100 years as a nation but it is more than just a coast-to-coast birthday party. It is a time to assess our past and plan for the future.

One of the greatest accomplishments since Confederation has been our industrial progress which has, in turn, brought many benefits to all Canadians: our standard of living, our education and our social welfare are among the best in the world. In fact all major benefits which we daily enjoy can be linked directly to the success of our industrial growth.

But — it is most essential to remember at this time that as our social and economic future is irrevocably tied to our degree of industrial success, so our industrial progress is irrevocably tied to the degree of responsibility exercised in our industrial relations.

With the newly-industrialized countries pressing hard at our heels while the great industrial giants introduce further refinements into advanced production techniques, we must do everything in our power to increase our own industrial competence or lose our status in the competitive world marketplaces.

One of the best ways to improve industrial competence is to improve industrial relations — those day-to-day relations between employer and employee. If labour and management can be encouraged to sit down together in joint con-

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sultation, away from the crisis of the bargaining table, and discuss their common problems, much of the tension between the two can be eased. They can then get on with the job of working together to produce better products so that both can benefit.

The Labour-Management Consultation Branch of the Canada Department of Labour has long been aware of the utterly essential **joint** role of labour and management in the economic fabric of Canada. Our future industrial success depends on their realization of the fact that they are industrial partners. Neither can progress without the other.

To help achieve this goal the Labour-Management Consultation Branch has more than doubled its field staff to give assistance to management and employees — in any establishment where there is a collective bargaining agreement with a recognized, bona fide union — to set up joint consultation committees so they can discuss their mutual problems.

What is a labour-management joint consultation committee?

It is a joint committee where management and employee representatives recognize the need to improve their communications, industrial relations, and understanding of each other.

Each group selects representatives who meet together on a regular basis to



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discuss any problems mutually agreed upon by both the union and management representatives such as: improving work methods; preparing in advance to meet technological changes; employee training and upgrading; safer and more efficient procedures.

- **It is not a management plan to usurp the rights of unions.**
- **It is not a union plan to take over management responsibilities.**
- **It is not a bargaining agency.**

It is a most sophisticated way of coming together to solve common problems and to improve industrial relations so that, with friction erased, both can turn their full potential towards making Canada's second century a dynamic 100 years of social and economic progress — an example for the rest of the world to follow.

For further information on how the Labour-Management Consultation Branch can help you to achieve better industrial relations, write to:

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